

2 AUGUST 1993



Personnel

MILITARY ENTITLEMENTS

NOTICE: This publication is available digitally on the SAF/AAD WWW site at: <http://afpubs.hq.af.mil>. If you lack access, contact your Publishing Distribution Office (PDO).

OPR: HQ USAF/DPXE (Lt Col John T. Park) Certified by: HQ USAF/SP (Lt Gen Billy J. Boles)
Pages: 8
Distribution: F

1. The Air Force needs high-quality people to operate, maintain, and sustain complex air and space forces to accomplish its missions. Attracting and retaining these people requires a compensation system that appropriately recognizes both the unique needs of the military and the extraordinary demands imposed upon and sacrifices demanded of military members. This directive establishes policies for constructing, administering, and adjusting
2. A compensation and benefits package for Air Force members should be equitable, fiscally responsible, and recognize the unique conditions of service. At the same time, it should support force sustainment objectives in both peacetime and periods of national emergency.
 - 2.1. An equitable compensation and benefits package also should prevent a decline in members' living standards, maintain pay comparability with the private sector, and maintain reimbursements at levels equal with expenses incurred incident to military service.
3. The compensation system for Air Force members must be predictable, stable, and transparent with respect to its adjustment systems.
4. The Air Force will help its members and former members understand and be fully apprised of entitlement programs and their eligibility for these programs.
 - 4.1. Members and former members of the Air Force who meet eligibility requirements for any entitlement program should have the opportunity to apply for the program, or receive the compensation or benefit. This does not preclude establishing and using queues for programs which must be limited in the number of participants.
5. The Air Force will ensure that members are aware of the various facets of their compensation package and that each member has information available to assess the extent and value of that individual's personal pay, allowances, and benefits package.
6. By taking prudent measures, the Air Force strives to minimize fraud, waste, and abuse within programs involving the expenditure of appropriated or nonappropriated funds as part of the military system

of entitlements. Procedures, however, intended to reduce fraud, waste, and abuse should not adversely impact the provision of statutory or regulatory entitlement programs. The Air Force remains committed to the principle that its members and former members should receive the full benefit of all compensation programs to which they are entitled or for which they are eligible.

7. This directive establishes the following responsibilities and authorities:

7.1. Headquarters US Air Force is responsible for policy oversight and advocacy of the Air Force's military entitlements program and for interface with the Office of the Secretary of Defense staff concerning development of Department of Defense (DoD) policy and legislative initiatives. The Assistant Secretary of the Air Force for Manpower, Reserve Affairs, Installations and Environment (SAF/MI) discharges this responsibility for the Secretary of the Air Force.

7.2. The Deputy Chief of Staff, Personnel (HQ USAF/DP) develops, coordinates, and executes personnel policies and essential procedural guidance for managing military entitlement programs.

7.3. The Chief of Air Force Reserve (HQ USAF/RE) develops military entitlement programs for Reserve military members, ensures compliance with HQ USAF policy, and oversees the Reserve force.

7.4. The Director of Air National Guard (NGB/CF) ensures all members and former members of the Air National Guard are informed of the eligibility requirements for entitlement programs, and that they are given the opportunity to apply for the programs, or receive the compensation or benefits.

7.5. The Air Force Military Personnel Center (AFMPC) oversees the publishing of field instructions to administer active duty entitlement programs and to inform active duty members and former members of eligibility requirements for programs.

7.6. Major commands establish and execute programs to ensure compliance with all DoD and Air Force policies for entitlement programs.

8. Terms Explained:

8.1. Entitlements. These are monetary or nonmonetary compensation and benefit elements established by statute and to which military members have a legal right, provided they meet established eligibility criteria. These elements are regarded as part of the total compensation for the members' service and include basic pay, Basic Allowance for Quarters, Basic Allowance for Subsistence, Variable Housing Allowance, bonuses and specialty pays, clothing allowances, travel pays, reimbursable expenses, commissary and exchange privileges, medical benefits, leaves, survivor benefits, separation pays, oversea station allowances, and retirement pays.

8.2. Special and Incentive Pays. These include Hostile Fire Pay, Flight Pay, Aviation Career Incentive Pay, Parachute Duty Pay, Diving Duty Pay, Special Pay for Health Professionals, enlistment and reenlistment bonuses, Aviator Continuation Pay and other officer retention bonuses, Special Duty Assignment Pay, and Foreign Language Proficiency Pay.

8.3. Travel and Transportation Allowances. These include per diem, monetary allowance in lieu of transportation, and household goods and personal vehicle transportation.

9. See attachment 1 for measures used to comply with this policy.

10. See attachment 2 for implementing publications.
11. See attachment 3 for publications that interface with this policy.

BILLY J. BOLES, Lt General, USAF
DCS/Personnel

Attachment 1

MEASURING COMPLIANCE WITH POLICY

A1.1. Compliance with military entitlement policy will be assessed by measuring the adequacy of the compensation package. Additionally, compliance with these policies will be assessed by measuring participation rates in entitlement programs. Data will be collected by periodic surveys of personnel, or by use of statistics available through the Advanced Personnel Data System or published by the Federal Government.

A1.1.1. Adequacy of Compensation Package. The policy that military pay will be predictable and will support force sustainment objectives will be measured by examining three areas: comparability and purchasing power of basic pay (figure A1.1), the reimbursement for permanent change of station (PCS) compared to out-of-pocket expenses, and housing allowances compared to housing expenses (figure A1.2). Measurements will be charted annually (on a fiscal year basis).

A1.1.1.1. Pay comparability will be measured by comparing annual pay raises with annual changes in the Employment Cost Index for Civilian Wages and Salaries (ECI W&S).

A1.1.1.2. Purchasing power will be measured by comparing raises to changes in the Consumer Price Index.

A1.1.1.3. Reimbursement of PCS expenses will be measured by periodic surveys of personnel.

A1.1.1.4. Housing expense reimbursements will be measured by survey data and independent cost data developed by the Per Diem Travel and Transportation Allowance Committee.

A1.1.2. Participation Rates. The policy that members will be fully apprised of availability of and eligibility requirements for entitlement programs, and that all members who meet eligibility requirements will be permitted to apply for or receive the benefit, will be measured through program participation rates (figure A1.3). Measurements will be charted annually (on a fiscal year basis).

Figure A1.1. Sample Metric of Military Pay Gaps: Comparability & Purchasing Power.

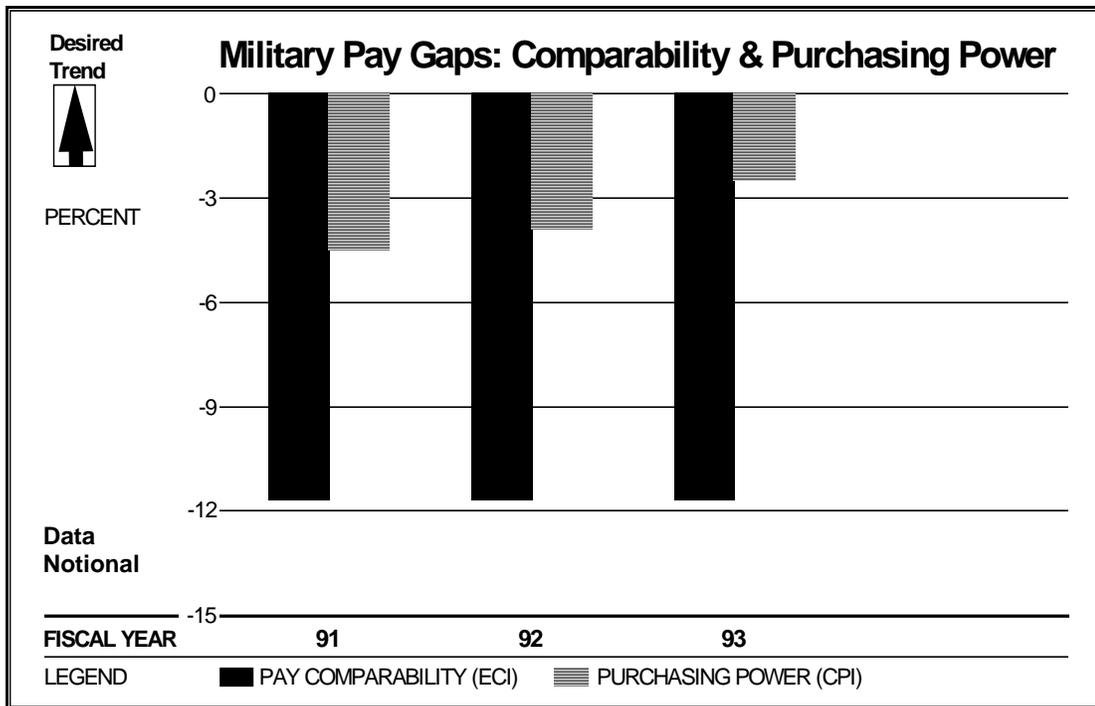


Figure A1.2. Sample Metric of Reimbursement Trends: Housing & PCS.

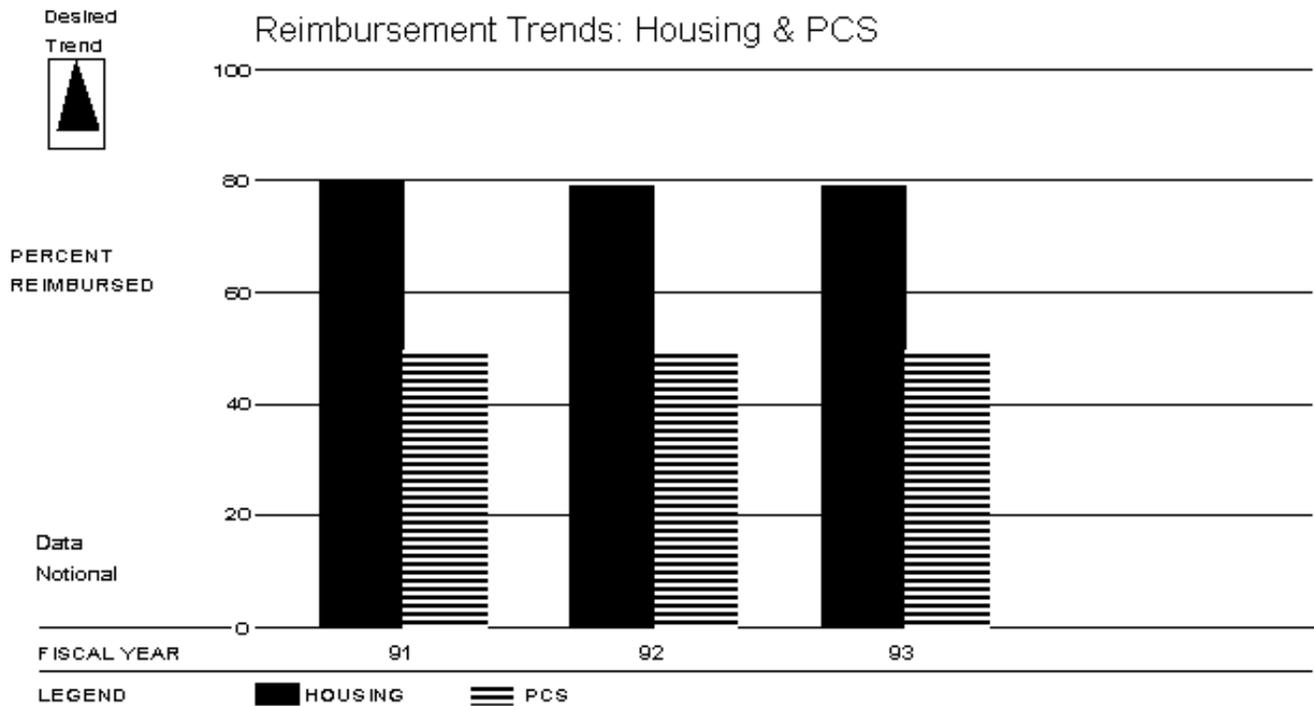
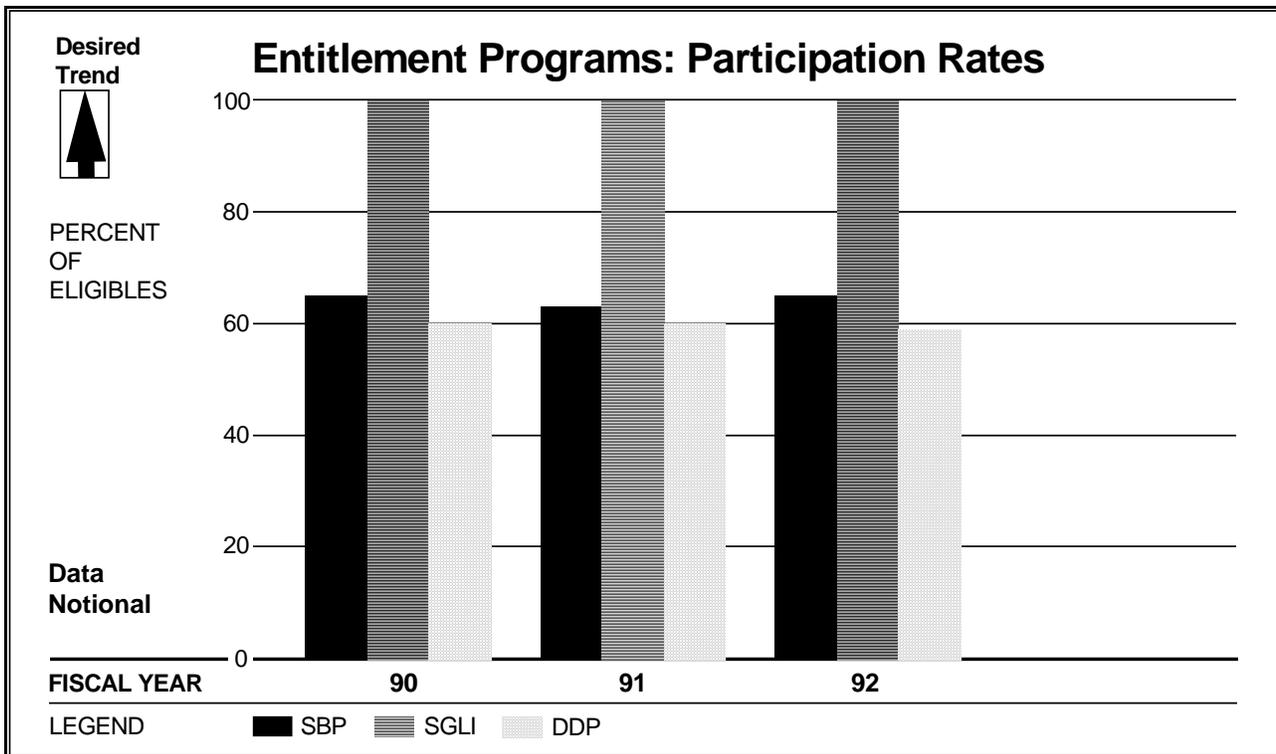


Figure A1.3. Sample Metric of Entitlement Programs: Participation Rates.



Attachment 2

IMPLEMENTING PUBLICATIONS

References

This policy derives authority from programs contained in the following documents

Joint Federal Travel Regulations (JFTR), April 1991

Department of Defense Military Pay and Allowances Entitlement Manual (DoDPM)

DoD Instruction 1000.13, *Identification Cards (ID) for Members of Uniformed Services, Their Dependents, and Other Eligible Individuals*, December 30, 1992

DoD Instruction 1300.18, *Military Personnel Casualty Matters, Policies, and Procedures*, December 27, 1991

DoD Directive 1304.21, *Award of Enlisted Personnel Bonuses and Special Duty Assignment Pay*, August 2, 1985

DoD Instruction 1304.22, *Administration of Enlisted Personnel Bonuses Special Duty Assignment Pay Programs With Change 1*, August 7, 1985

DoD Directive 1315.7, *Military Personnel Assignments With Change 1*, January 9, 1987

DoD Directive 1327.5, *Leave and Liberty With Change 1*, September 24, 1985

DoD Directive 1330.9, *Armed Services Exchange Regulation With Changes 1 through 3*, December 15, 1986

DoD 1330.17-R, *Armed Services Commissary Regulations*, April 1987

DoD Directive 1332.27, *Survivor Benefit Plan With Changes 1 through 3*, January 4, 1974

DoD Instruction 1332.29, *Eligibility of Regular and Reserve for Separation Pay*, June 20, 1993

DoD Directive 1338.4, *Mortgage Insurance for Service Members to Aid in Construction or Purchase of Homes*, September 2, 1986

DoD Directive 1338.5, *Armed Forces Clothing Monetary Allowance Policy With Change 1*, August 13, 1980

DoD Instruction 1338.18, *Armed Forces Clothing Monetary Allowance Procedures With Changes 1 through 8*, July 29, 1985

DoD Instruction 1338.19, *Relocation Assistance Programs*, June 15, 1990

DoD Directive 1340.8, *Special Pay for Dental Corps Officers With Change 1*, February 21, 1986

DoD Instruction 1340.9, *Special Pay for Duty Subject to Hostile Fire or Imminent Danger*, April 10, 1992

DoD Directive 1340.13, *Special Pay for Medical Corps Officers*, July 23, 1988

DoD Directive 1340.14, *Special Pay for Aviation Career Officers Extending Period of Active Duty*, August 8, 1984

DoD Directive 1342.17, *Family Policy*, December 30, 1988

DoD Directive 1400.33, *Employment and Volunteer Work of Spouses of Military Personnel*, February 10, 1988

DoD Directive 6000.3, *Voluntary Private Health Insurance Conversion Program*, January 5, 1988

DoD 6010.8-R, *Civilian Health and Medical Program of the Uniformed (CHAMPUS) With Changes 1 through 4 Services*, July 1991

DoD Directive 6410.3, *Active Duty Dependents Dental Plan (ASCR) With Changes 1 through 8*, August 16, 1989

DoD Directive 7730.57, *Aviation Career Incentive Act of 1974 and Required Annual Report With Change 1*, February 5, 1976

This directive interfaces with the following documents:

AFPD 24-1, *Personnel Movement*, No Former Publication

AFPD 24-5, *Transportation and Storage of Personal Property*, No Former Publication

AFI 36-3001, *Issuing and Controlling Identification (ID) Cards*, AFR 30-20

AFI 36-3002, *Casualty Services*, AFR 30-25

AFI 36-3003, *Leave and Administrative Absence Policy*, AFRs 35-9 and 35-26

AFI 36- 3004, *Special Pay: Aviator Bonus Program*, AFR 36-25

AFI 36-3005, *FHA Insured Home Loans for Servicemen*, AFR 211-8

AFI 36-3006, *Survivor Benefit Plan*, AFR 211-14

AFI 36-3007, *Voluntary Private Health Insurance Conversion Program*, AFR 211-21

AFI 36-3008, *Servicemen's Group Life Insurance (SGLI) and Veterans Group Life Insurance (VGLI)*, AFR 211-23

AFI 36-3009, *Family Support Center (FSC) Program*, AFR 30-7

AFI 36-3010, *Air Force Member's Marital Status and Activity*, AFR 30-51

AFI 36-3011, *Air Force Relocation Assistance Program*, AFR 30-56

AFI 36-3014, *Civilian Clothing Allowance for Air Force Personnel*, AFR 35-52

AFI 36-3016, *Uniform Clothing Allowance for Air Force Enlisted Members*, AFR 39-23

AFI 36-3017, *Special Duty Assignment Pay (SDAP) Program*, AFR 39-45

AFI 36-3018, *United States Soldiers' and Airmen's Home (Joint Departmental Publication)*, AFR 211-20

AFI 36-3203, *Service Retirements*, AFR 35-7

AFI 41-101, *Medical Benefits, Entitlements, and Programs*, AFR 168-6